

INDEPENDENCE TELECOM UTILITY

MINUTES OF BOARD OF TRUSTEES

November 18, 2021

Call to Order: The regular monthly meeting of the Board of Trustees of Independence Telecommunications Utility was called to order at 10:24 a.m. on November 18, 2021 in the administrative office building. Chairman Stephany Harvey presided via audio/video. Present at the meeting via audio/video or in person were Trustees Gerald Stelter, Lance Fricke, Mike Lenius and Amber Hunt. Absent: None. Also, present were Kevin Sidles, Linda Kress, Josh Vandenburg, Melissa Hearn, Sara Wilson and Lans Flickinger. Votes were unanimous unless indicated otherwise.

Consent Agenda: Inclusive of the minutes of the October 28, 2021 regular meeting, Bills #17691, #20223-0255; electronic payments #8804028-4069 and direct deposit advice #9902927-2950; Month end and operations reports were approved with a motion by Lenius, second by Fricke.

Business Conducted: 1) No public request or comment. 2) Kress reported office staff moving towards one billing cycle verses two; Office will be closed for Professional Development on December 6th and December 7th. 3) Hearn reported ICAN commercial to be filmed on November 23rd and will air in December; Will have phone booth downtown for Jingle on Main; Attended WPPI's virtual Annual Building Community Connections event. 4) Vandenburg reported **Internet** updates: a) C4 Utilization remains steady; b) Calix Utilization remains steady; **Construction** updates: a) Conversions wrapping up on the NE; b) Conversions continue on SW and NW; **Outage** updates: a) No outages to report; **Phone** updates: a) No changes; **Cable TV** updates: a) 158 of 185 channels converted to new C-Band spectrum; b) Independence is officially an HD only Cable TV plant; c) NBC Sports (Channel 89) will be discontinued on 1/1/22. **Internet** updates: a) DDOS mitigation started with both upstream providers. 5) Vandenburg reported upcoming items: **Construction:** a) Continue fiber conversions; b) Begin procurement process of 2022 fiber build; **Cable TV:** a) Continue channel conversions; **Internet:** a) Implement DDOS mitigation plan; **Phone:** a) No changes. 6) No Old Business. 7) New Business-Management Compensation review, to be held during closed session. 8) The next regular Board meeting will be Thursday December 16, 2021 at 9:00 a.m.. 9) An upcoming meeting has been set for Thursday January 27, 2022 at 9:00 a.m.. 10) Fricke moved to go into closed session at 11:07 a.m. to discuss personnel, Iowa Code 21.5(i) and competitive information, Iowa Code 22.7(6), second by Lenius. 11) ITU back into regular session at 11:10 a.m.. 12) A motion by Stelter to approve ITU management staff compensation increase of 5.9% effective January 1, 2022, second by Hunt. 13) Moved for adjournment at 11:11 a.m. with a motion by Stelter, second by Hunt.

Stephany Harvey, Chairperson

Mike Lenius, Secretary/Treasurer

Date Approved